Minority Retention, Promotion and Demographics

Force Management Oversight Council 2005 Annual Brief

OVERVIEW

- Summary
- Statistics
- Initiatives
- Challenges
- Future/Next Goals

SUMMARY

- Minority Officer Assessment conducted in 2004 indicates the Marine Corps to be a non-discriminatory organization
- The Marine Corps has implemented processes to establish an officer population that better represents the demographics of the Marine Corps which will ultimately allow us to realize a higher minority representation in our senior ranks.

SUMMARY

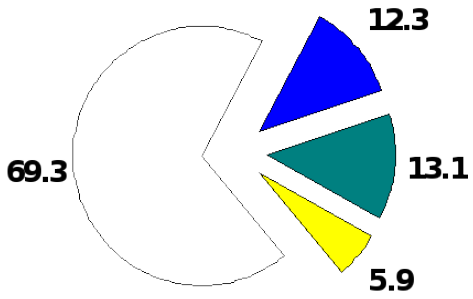
- The Marine Corps is currently staffing a Campaign Plan to Maintain a Quality Officer Corps. The plan establishes a foundation for accessing, training, and retaining qualified young men and women from all segments of our society as well as establishing measures of effectiveness
- Recruiting will be based on an accession goal using a metric which will provide an adequate base to attain a diverse senior officer population
- The officer recruiting goal will be assigned to the six Marine Corps Recruiting districts based on the demographics of the qualified college population

STATISTICS

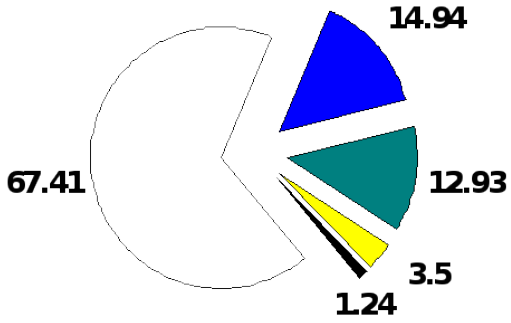
Accessions

2001 DEMOGRAPHICS

2001 Census Demographics

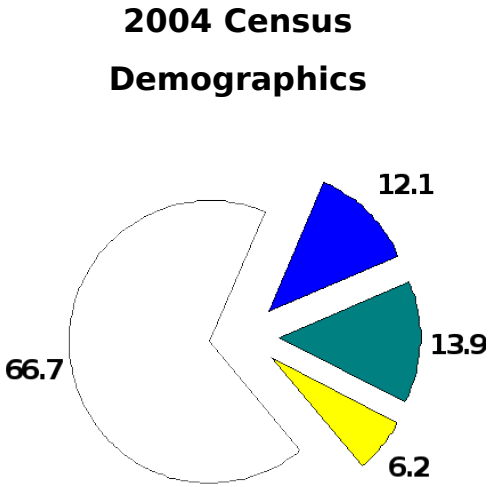


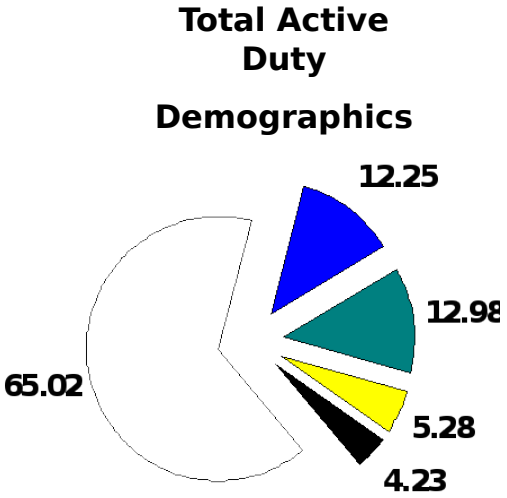
Total Active Duty Demographics



Black White Hispanic AI/PI Unknown

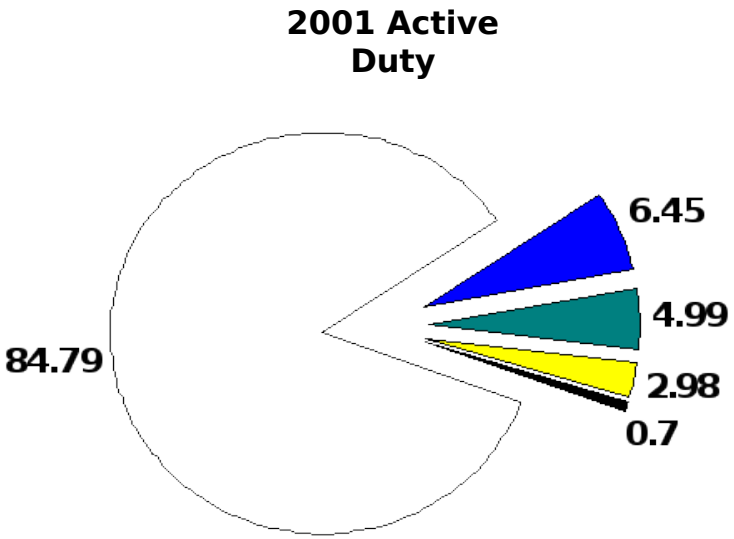
2004 DEMOGRAPHICS

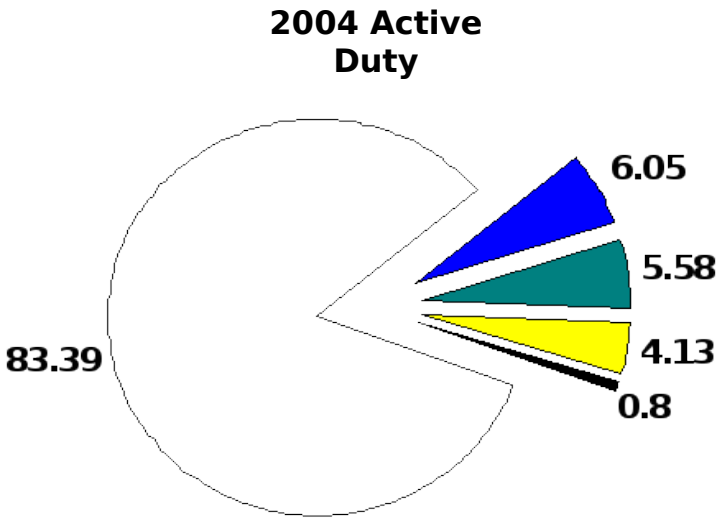




Black White Hispanic AI/PI Unknown

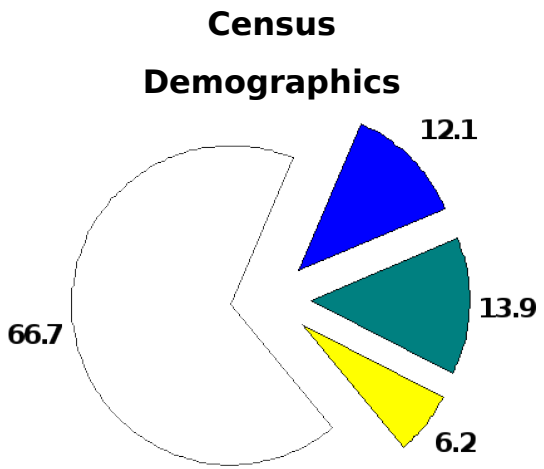
2001-2004
Officer Demographics

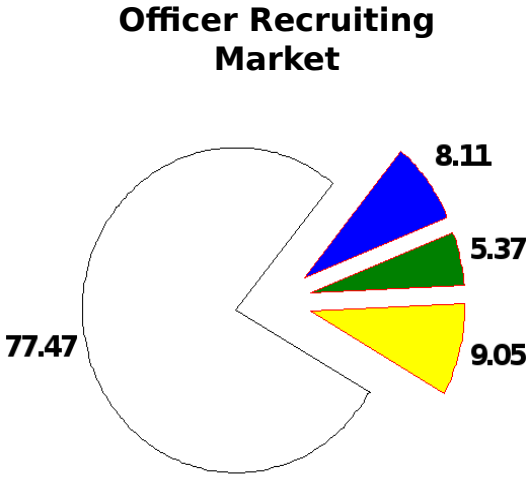


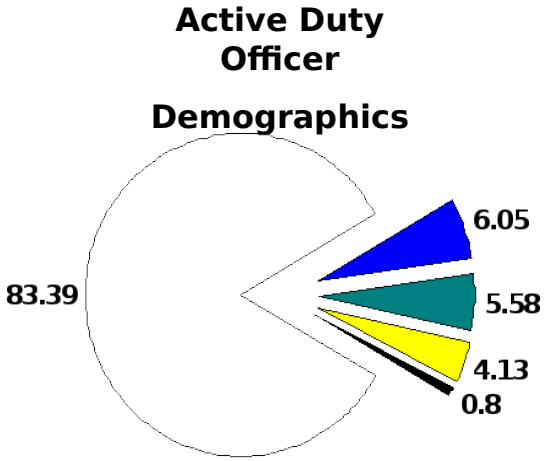


Black White Hispanic AI/PI Decline to Respond

2004 OFFICER DEMOGRAPHICS







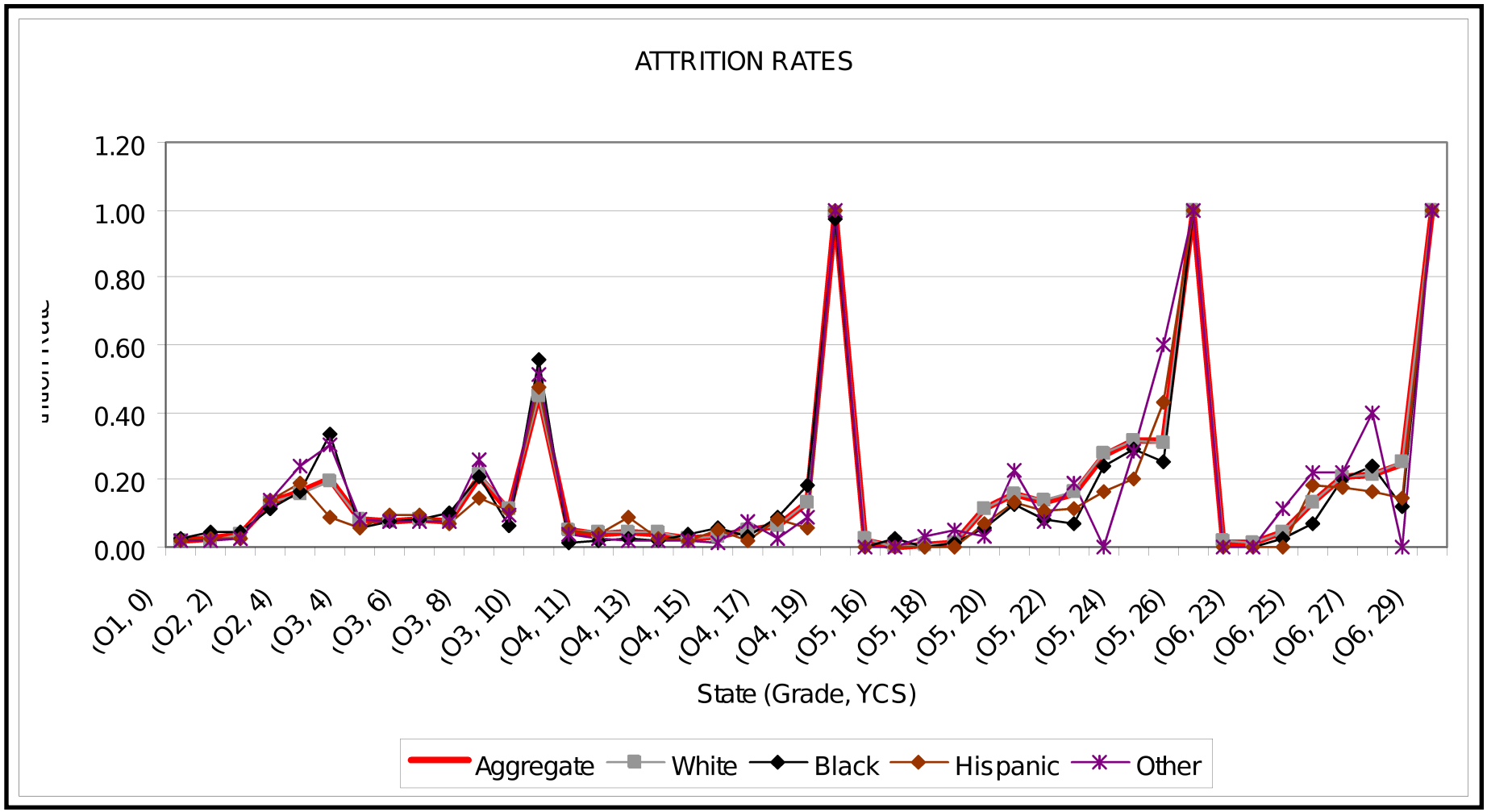
Black White Hispanic AI/PI

Decline to Respond

STATISTICS

Retention

RETENTION


ATTRITION RATES
1.20
1.00
0.80
0.60
0.40
0.20
0.00
(O1, 0)
(O2, 2)
(O2, 4)
(O3, 4)
(O3, 6)
(O3, 8)
(O3, 10)
(O4, 11)
(O4, 13)
(O4, 15)
(O4, 17)
(O4, 19)
(O5, 16)
(O5, 18)
(O5, 20)
(O5, 22)
(O5, 24)
(O5, 26)
(O6, 23)
(O6, 25)
(O6, 27)
(O6, 29)
State (Grade, YCS)
Aggregate
White
Black
Hispanic
Other

STATISTICS

Promotion

Captain/Major Selection 2001 - 2006

Captain

2001

	Elg/Sel	%
White	1014/1007	99.3%
Minority	194/191	98.5%
Other	15/15	100.0%

2006

	Elg/Sel	%
White	569/564	99.1%
Minority	189/185	97.9%
Other	196/191	97.4%

Major

2001

	Elg/Sel	%
Overall	1223/1213	99.2%
White	460/393	85.4%
Minority	56/47	83.9%
Other	3/1	

2006

	Elg/Sel	%
Overall	954/940	98.5%
White	428/364	85.0%
Minority	121/108	89.3%
Other	98/89	

LtCol/Colonel Selection 2001 - 2006

LtCol

2001

	Elg/Sel	%
White	390/252	64.6%
Minority	27/15	55.6%
Other	3/3	100.0%
Overall	420/270	64.3%

2006

	Elg/Sel	%
White	330/228	69.1%
Minority	71/40	56.3%
Other	93/64	68.8%
Overall	494/332	67.2%

Colonel

2001

	Elg/Sel	%
White	186/85	45.7%
Minority	11/7	63.6%
Other	0/0	

2006

	Elg/Sel	%
White	194/97	50.0%
Minority	13/7	53.8%
Other	39/21	

FY06 BGEN PROMOTION/SELECTION

Brigadier General

In Zone		Above Zone	
	Elg/Sel		Elg/Sel
%		%	
White	75/6	White	106/4
8.0%		3.8%	
Minority	6/0	Minority	15/1
0.0%		6.7%	
Other	17/0	Other	10/1
0.0%		10.0%	

Observations

- Promotion rates for minorities show no significant trends
- Officer attrition shows no significant statistical difference from 2000 to 2004 in the grades of

  O-3 to O-6
- Data highlights non discriminatory nature of Marine Corps based on low attrition rate among all races.
- Past decade has seen increase in minority officer representation within the Officer Corps.

Initiatives

Campaign Plan for a Quality Officer Corps

- Signed by CMC in December 2005

Initiatives

Officer Requirements Review Board (ORRB)

- The ORRB will address measures of effectiveness developed to monitor progress within the conduct of the Campaign Plan.

- Tentative date for board is 29 March 06.

Initiatives

Leadership Actions

General Officer/ Flag Officer Participation

- 2005 NNOA – CMC was featured speaker
  - Gen Hagee, LtGen Osman, MajGen Gaskin, BGen Coleman
- 2005 NNOA & ANSO Conferences – DC M&RA Featured Speaker
- 2005 Commanders Course – CMC addressed commanders and endorsed greater awareness of equal opportunity in assignments to key billets within commands.
- 2005 Commander's Course – DC M&RA discussed the importance of NNOA and ANSO and encouraged commanders to favorably endorse their Marines' participation/attendance at these events

Initiatives

Leadership Actions Cont.

Funding to attend affinity group conferences

- CMC (MPE) funded 25 attendees, solicited from throughout the Marine Corps, to attend the 2005 NNOA and ANSO conferences.
- MCRC funded an additional 10 attendees to the 2005 NNOA conference.
- MARADMIN published to encourage subordinate command support for affinity group activities
  - Announces minority/special emphasis conferences throughout the Marine Corps. Authorizes commanders to fund TAD expenses for Marines to attend.
  - Solicits nominees and announces special emphasis award recipients throughout the Marine Corps

Initiatives

- **Leadership Actions Cont.**
  - Training/Education/Leadership Development
    - MPE and MCU partnership to standardize EO training.
      - Experienced EOA assigned to MCU to write curriculum
      - DEOMI Service Specific rewrite completed for 3 week course
      - Equal Opportunity Reps Course (EORC), and Senior Leaders Course (SLC) standardized and implemented throughout Marine Corps. EOA taught courses.
      - MPE conducting command visits and holding Command Climate Seminars for leaders in accordance with CMC White Letter 06-05

Initiatives

- **<u>Leadership Actions Cont.</u>**
  - White Letter – No 06-05 2004 Marine Corps Climate Survey Results
  - BGSOC
    - Commenced development of this year's training
    - Agenda has been approved by LtGen Osman

Recruiting

- Accession goals for 2006
  - 100 African Americans Officers
  - 100 Hispanics Officers
- Proof Source Database
  - School source for officer candidates/pools
- Education
  - On 15 Dec 2005, MCRC conducted a 2-hour diversity class during the OSO Conference.

Measures of Effectiveness

- **Marine Corps Climate Survey (MCCS)**
  - Conducted in 2004 with results released in MARADMIN 405/05.
    - Results briefed to March 05 EOS & ASN M&RA
    - Results released in CMC White Letter dtd Oct 2005
    - OLA released results to select members of Congress

Measures of Effectiveness

- **<u>Marine Corps Climate Survey (cont.)</u>**
  - MCCS “Lessons Learned”
    - The results reflect “significant improvement” in organizational climate and perceptions of discrimination and sexual harassment
    - The Marine Corps must maintain its positive forward momentum and remain proactive in its mission to educate its population and ensure every member of the organization is treated with dignity and respect.

Initiatives

- Commandant’s Statement of Equal Opportunity / Diversity
- Minority and Women award recipients highlighted by PAO
- MPE website and newsletter
- Special emphasis awards board to select award recipients
- MARADMIN messages to solicit and announce special emphasis award recipients throughout the Marine Corps
- MARADMIN announcing minority/special emphasis conferences throughout the Marine Corps. Authorizes Commanders to fund TAD expenses for Marines from all Major Subordinate Commands (Operating/Supporting forces) to attend conferences

Challenges

- Increasing the baseline of minority accessions is crucial to the Marine Corps ability to increase its diversity at the senior levels
- A growing number of Marines are classified as “unknown”, hindering the ability to breakout the true demographics of the Corps
- The 2004 Marine Corps Climate Survey indicates improvement in the climate of the Corps
- There are still lingering concerns with discrimination and sexual harassment

STATISTICS

Cases and Dispositions

Discrimination/Sexual Harassment Cases and Disposition

2001

Cases

Sexual Harassment:	39
Race:	29
Gender:	8
Religion:	1
	77

Disposition

Court Martial:	2
NJP:	11
AdSep:	3
Personnel Action:	19
	35

2004

Cases

Sexual Harassment:	31
Race:	17
Gender:	3
Religion:	1
	52

Disposition

Court Martial:	11
NJP:	11
AdSep:	0
Personnel Action:	13
	35

Future / Next Goals

- Implement and execute Campaign Plan
- Establish Officer Requirements Review Board to review processes established in the Campaign Plan.